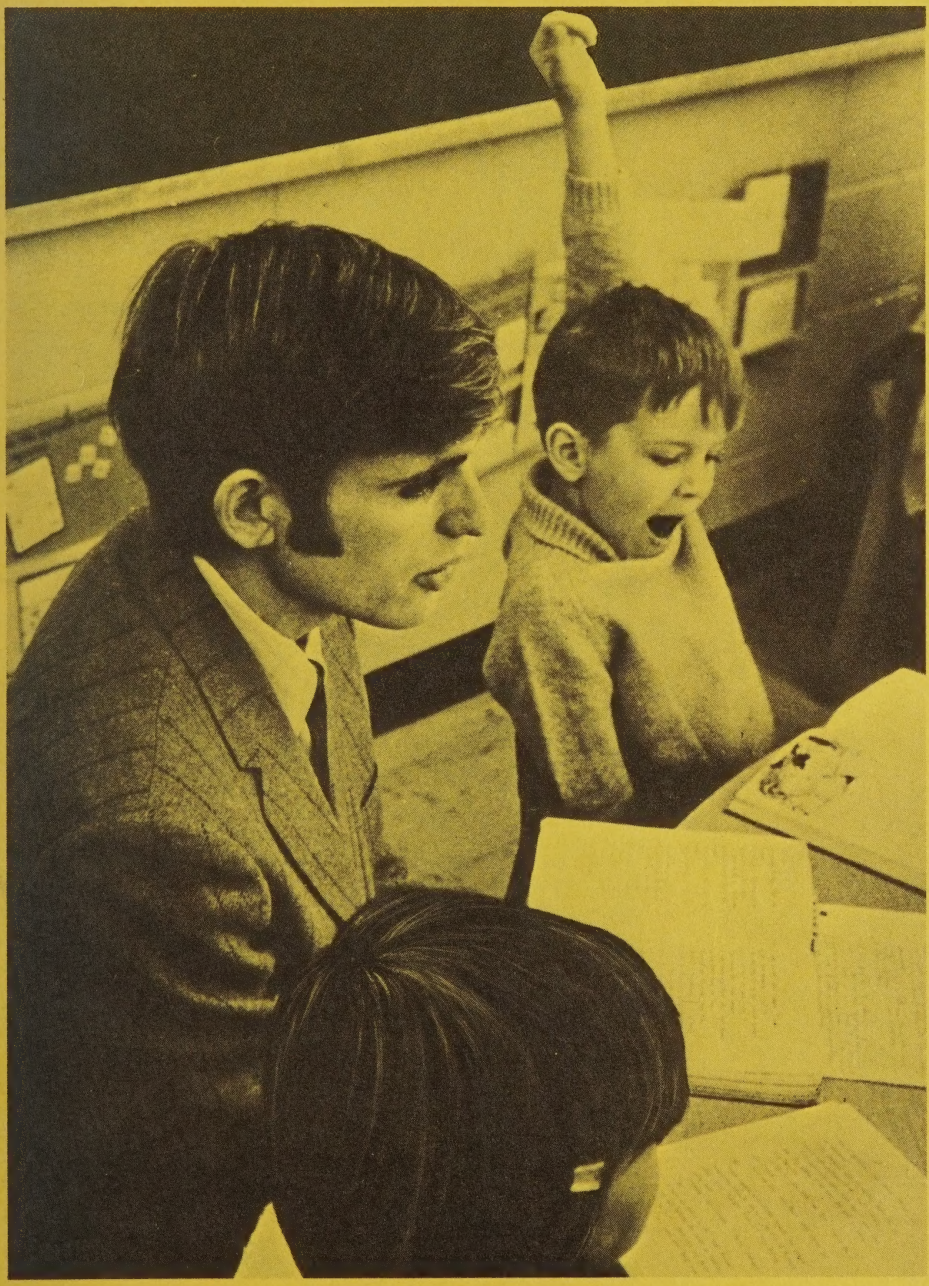
OHSC
371.1 09713
059DE/T

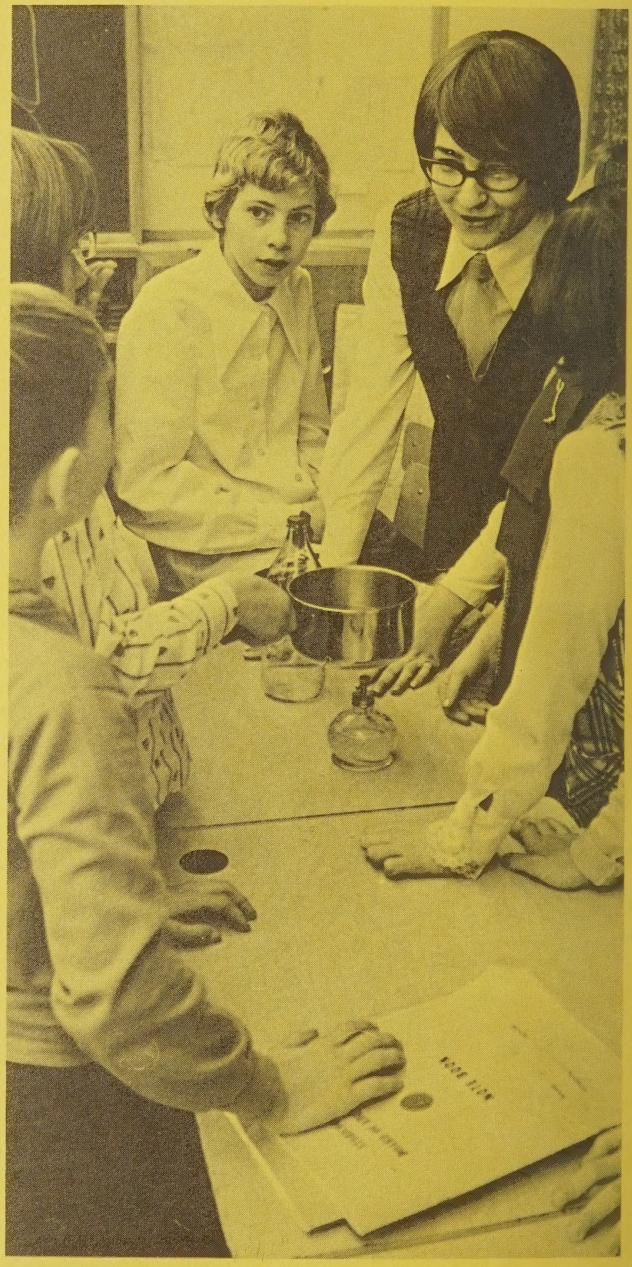
1970-71

Teaching...

the challenging career



Teaching in the elementary and secondary schools of Ontario



Contents

Are you ready for the challenge? *3*

When you are a teacher you are important in your community *5*

How many teacher qualities have you? *6*

How to qualify as an elementary school teacher *7*

Admission requirements *7*
Location of the Teachers' Colleges and Faculties of Education *10*
Courses and Certificates *12*
Special Courses *13*
General Program *14*

How to qualify as a secondary school teacher *16*

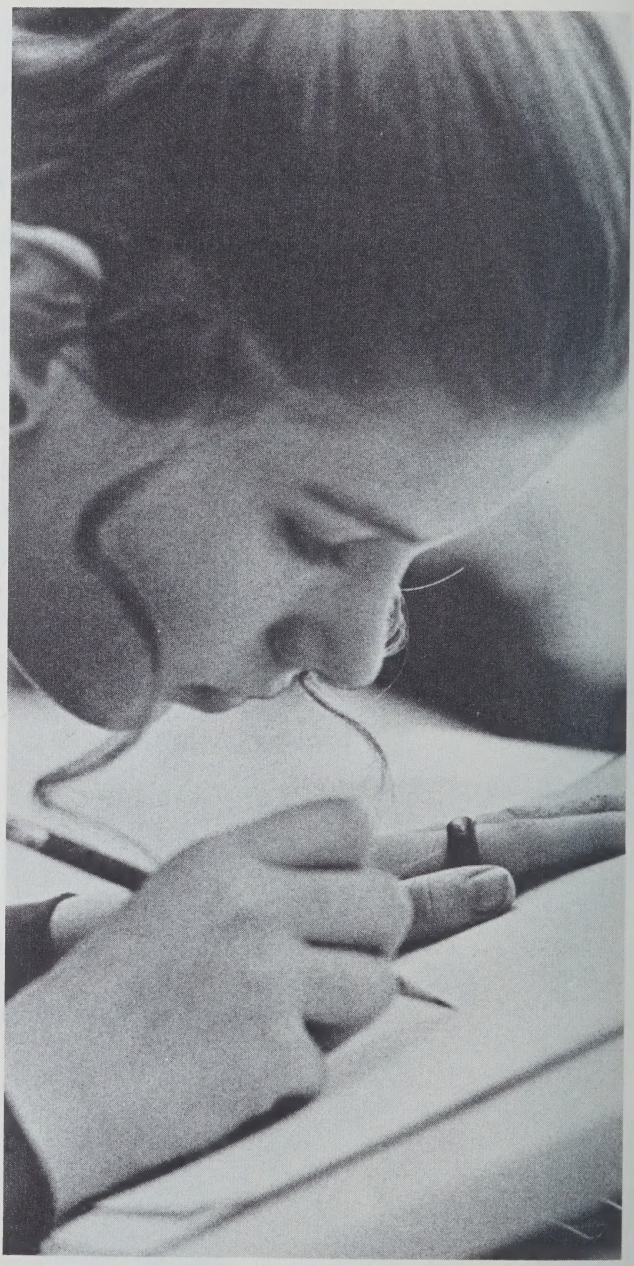
Teachers of academic subjects *16*
Basic academic certificates *16*
Teachers of vocational subjects *17*
Basic vocational certificates *17*
Teachers of special subjects *18*
Application for admission *18*
Publications *19*

Your future *21*

Cost of training *22*
Financial assistance *22*
Salary *22*
Tenure *22*
Leave *23*
Professional development *23*
Superannuation *24*

Since knowledge and technology are constantly changing, it is not existing knowledge that is important, but adaptability, a curiosity about knowledge, knowing where it can be found and how it can be used in various changing circumstances.

Sir Ronald Gould



Are you ready for the challenge?

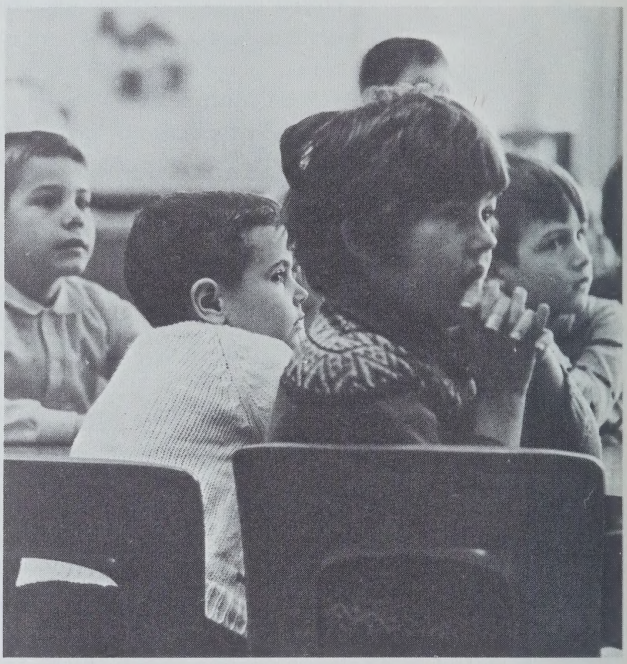
If you choose teaching as your career, the challenge has never been greater than it is today. More than ever, a special kind of person is needed for this important work.

With a depth of scholarship that is inherently and intrinsically fundamental to the nature of his task, the effective teacher makes provision for numerous related experiences broad in scope, of high calibre and in sufficient detail to bring meaning and understanding to the pupil's realm of knowledge.

Ever aware of the process of induction, the modern teacher serves the most important function of fostering discovery through enquiry and the inculcation of habits that will satisfy intellectual curiosity.

The good teacher leads pupils to form their own conclusions by training them to think, to evaluate and to judge. He challenges them to seek, and stimulates them to find the source of information. He knows how to arouse their curiosity, foster their capacity for learning and growth and to instil in them a respect for work.

Are you this rare kind of person?



I touch the face of humanity each day in my classrooms, for I teach the ambitious and the indolent, the brilliant and the slow, the mature and the immature. I gaze at a quiet classroom, heads bent, minds intent on the lesson . . . I catch the enthusiasm of the eager search of a bright-eyed young scholar for an answer to his question . . . I study the prospective dropout, the distinterested clock-watcher, the bitter delinquent, master of wise-cracks and rebellion. I contemplate the endless quest of my young philosophers in their determination to know the core of life. I listen to a sixteen-year old lay her soul bare before me in a few moments of counselling. These daily teaching scenes emphasize that no human endeavour requires more wisdom, more humility, more labour and more dedication than teaching. Teaching is my profession, my way of life, my opportunity to live richly and deeply, my fulfilment of that which is useful, beautiful and true.

Lawana Trout

When you are a teacher you are important in your community

In addition to your instructional duties, you may be called upon to participate in extra-curricular activities. You will assume some administrative duties necessary for the smooth operation of your school.

You discuss pupil progress with parents, work in close cooperation with principals and supervisors and attend professional meetings. Your life will be a busy one, in spite of the short classroom day. Lesson preparation and keeping abreast of the latest developments in educational research and modern pedagogic techniques take considerable time.

There are few professions, however, that offer you greater satisfaction in the knowledge of a job well done. Moreover, there is little to equal the thrill of witnessing the light of understanding that is kindled in the eyes of a student who has made a new discovery.

How many teacher qualities have you?

Talented teachers have a number of basic qualities in common.
Check those you believe you have.

- intellectual curiosity ☐
- fondness for study ☐
- ability to motivate ☐
- imagination ☐
- sense of humour ☐
- resourcefulness ☐
- genuine interest in young people ☐
- good physical and mental health ☐
- sense of responsibility ☐
- high ideals ☐
- good moral character ☐
- fairness and impartiality ☐
- self-control ☐
- administrative and organizational ability ☐
- ability to accept criticism and profit from it ☐

Few teachers possess all of these professional qualities at first. However, with experience and continued study, many teachers acquire them and achieve distinction in their field.

How to qualify as an elementary school teacher

ADMISSION REQUIREMENTS SEPTEMBER 1970

The One-Year Course

The minimum academic requirement for admission to the one-year course leading to an Interim Elementary School Teacher's Certificate at a teachers' college, other than Sudbury Teachers' College, will be standing in seven grade 13 credits, including English, with an average of at least 60 per cent, or a degree approved by the Minister from an accredited university.

An applicant may submit, IN LIEU OF THE GRADE 13 STANDING outlined above, evidence of successful completion of any ONE of the following:

1. the qualifying or preliminary year at an Ontario university, including a full course in English;
2. the first year at an Ontario university, including a full course in English;
3. a two-year or a three-year course at a college of applied arts and technology or the Ryerson Polytechnical Institute, with at least a 60 per cent average in the subjects of the second year;
4. the course leading to an Associate of the Ontario College of Art.

NOTE: A graduate of the two-year course in home economics (teachers' college option) at the Ryerson Polytechnical Institute will be admitted to the Intermediate Home Economics option which is offered at the Toronto Teachers' College only.

The academic requirement for admission to the one-year course leading to an Interim Elementary School Teacher's Certificate at the SUDBURY TEACHERS' COLLEGE will be standing in seven grade 13 credits, including English and *français* with an average of at least 60 per cent, or a degree approved by the Minister from an accredited university.

An applicant may submit, IN LIEU OF THE GRADE 13 STANDING outlined for this course, evidence of successful completion of the pre-university year at the University of Ottawa, provided that the program includes a full course in each of English and *français;* or evidence of successful completion of the preliminary year at Laurentian University of Sudbury, provided that the program includes a full course in each of English and *français*.

For admission to a teachers' college, history, physics,

chemistry, algebra (old course), geometry, trigonometry and statics, biology, botany, zoology, accountancy practice, secretarial practice, mathematics of investment, music, geography, art and home economics will each count as one credit; the languages will each count as two credits; introduction to analysis (mathematics A) will count as two credits; algebra (mathematics B) will count as two credits; a combination of introduction to analysis (mathematics A) and algebra (mathematics B), however, will count as three credits only.

An applicant may not claim more than two credits for his standing in any one language; more than three credits for his standing in mathematics; or more than two credits for any combination of biology, botany and zoology.

The Two-Year Course

The academic requirement for admission to the two-year course leading to an Interim Elementary School Teacher's Certificate at the Sudbury Teachers' College, in September, 1970, will be the Secondary School Graduation Diploma of the five-year program in one of the Branches, including *français*, or equivalent standing.

The Primary School Specialist Certificate Course

The requirement for admission to the primary school specialist certificate course offered at the Hamilton, Ottawa and Toronto Teachers' Colleges in September, 1970, will be ONE of the following:

1. an Interim or Permanent Ontario Elementary School Teacher's Certificate or an Interim or Permanent Ontario First Class Certificate or an equivalent Letter of Standing;
2. a certificate that the applicant holds a university degree. This degree must be from an accredited university and be approved, as to standard and content of courses, by the Minister of Education.

Additional Information

1. To be eligible for teacher certification in Ontario, an applicant wishing to pursue a course in teacher education offered by a faculty of education of a university must meet the basic academic requirements for admission to equivalent courses offered at teachers' colleges.
2. An applicant who wishes to pursue a program of teacher education at Lakehead University should write to the

Dean, Faculty of Education, Lakehead University, Oliver Road, Thunder Bay, Ontario, for information concerning admission, courses and fees.

3. An applicant who wishes to enrol in a teacher-education program at the University of Ottawa should write to the Associate Dean, Faculty of Education, University of Ottawa, Ottawa, Ontario, for information concerning admission, courses and fees.

War service credit

Special provisions are made for admission to the one-year course at a teachers' college of persons with service in the Forces during the Second World War. Ex-servicemen and ex-servicewomen who wish to attend a teachers' college and who hold at least grade 12 standing are advised to write to the Registrar of the Department of Education, 1 St. Clair Avenue West, Toronto 7, stating the secondary school standing held and making clear the nature and duration of their war service.

Tuberculin test, X-ray

Before final admission to the course, an applicant must establish proof of freedom from active tuberculosis. Arrangements for a tuberculin test, and an X-ray if necessary, will be made at the teachers' college during the opening days of the course.

Other requirements

An applicant for admission to a teachers' college must submit evidence that he is a Canadian citizen or a landed immigrant. He is also required to forward a birth certificate or a baptismal certificate.

Each applicant for admission to a teachers' college must be interviewed by a representative or by representatives of a Teachers' College Committee of Selection. Individual interviews will be arranged through the offices of the principals of the secondary schools, during the last three or four months of the school year. Applicants not in attendance at a secondary school should write to the teachers' college of their district, as early as possible in the calendar year, regarding arrangements for an interview.

Applicants educated outside Ontario should write to the Registrar, Department of Education, 1 St. Clair Ave. West, Toronto 7, enclosing evidence of educational standing.

Application for admission

An application form for admission to a program in teacher education may be obtained from the principal of a teachers' college or the dean or associate dean in the cases of the Faculty of Education, Lakehead University, and the Faculty of Education, University of Ottawa, after March 1, 1970, and should be completed and submitted by August 1, 1970. An applicant should address his application to the teacher training institution nearest his home.

An admission card will be sent to each applicant who meets satisfactorily the requirements outlined in the official application form. The card should be taken by the applicant to the teachers' college when he reports on opening day.

The teachers' college term begins on September 8, 1970. In exceptional circumstances consideration may be afforded late applicants up to and including September 14, 1970. Beyond that date, applicants will be refused admission.

Location of the Teachers' Colleges and Faculties of Education

Ontario is divided into eleven districts served by teachers' colleges in Hamilton, London, New Toronto (Lakeshore), North Bay, Ottawa, Peterborough, St. Catharines, Stratford, Toronto, Windsor and the Faculty of Education at Lakehead University. In addition, the Sudbury Teachers' College and the Faculty of Education, University of Ottawa, provide for the education of teachers for elementary-school classrooms attended by French-speaking pupils where both English and French are used as languages of instruction in various subjects of the courses of study.

Applicants are assigned to the teachers' college in their own district in order that the enrolment may be distributed fairly among the colleges.

The addresses of the teachers' colleges and faculties of education are as follows:

Hamilton Teachers' College
1400 Main Street West, Hamilton 15

Faculty of Education
Lakehead University
Oliver Road, Thunder Bay

Lakeshore Teachers' College
3199 Lake Shore Blvd. West, Toronto 14

London Teachers' College
Western Road, London

North Bay Teachers' College
168 First Avenue West
P.O. Box 270, North Bay

Ottawa Teachers' College
195 Elgin Street, Ottawa

Peterborough Teachers' College
100 Benson Avenue, Peterborough

St. Catharines Teachers' College
Brock University, 390 Glenridge Avenue
St. Catharines

Stratford Teachers' College
Water Street, Stratford

Sudbury Teachers' College
Room A211, Laurentian University
Ramsey Lake Road, Sudbury

Toronto Teachers' College
951 Carlaw Avenue, Toronto 6

Faculty of Education
University of Ottawa
1245 Kilborn Avenue, Ottawa

Windsor Teachers' College
600 Third Concession Road, Windsor

COURSES AND CERTIFICATES

The basic one-year course offered at all teachers' colleges and the two-year course offered only at the Sudbury Teachers' College and the Faculty of Education, University of Ottawa, lead to Interim Elementary-School Teachers' Certificates, Standard 1, Standard 2, Standard 3 or Standard 4, depending upon the academic qualifications of the candidates. It should be noted, however, that the courses offered at the Sudbury Teachers' College and the Faculty of Education, University of Ottawa, prepare students to teach in elementary school classrooms attended by French-speaking pupils where both English and French are used as languages of instruction in various subjects of the courses of study.

The requirements for Elementary School Teachers' Certificates Standards 1 to 4 are as follows:

Standard 1 Certificate

Graduation from a course offered at an Ontario teachers' college or a faculty of education other than the courses for university graduates and the primary school specialist certificate course.

Standard 2 Certificate

Standard 1 certificate or equivalent and credit in five approved university subjects beyond grade 13 for each of which, to a maximum of five, successful completion of a five-week Ontario Departmental summer session may be substituted.

Standard 3 Certificate

Standard 1 certificate or equivalent and credit in ten approved university subjects beyond grade 13 for each of which, to a maximum of five, successful completion of a five-week Ontario Departmental summer session may be substituted.

Standard 4 Certificate

Standard 1 certificate or equivalent and a BA or BSc degree from an Ontario university, or a degree which the Department of Education deems equivalent.

Permanent Certificate

All interim certificates are valid for teaching for five years in the public and separate schools of Ontario. A teacher who holds an interim certificate may be granted a permanent certificate under the following conditions:

1. two years of successful teaching experience, subsequent to the date of the interim certificate, in the schools and grades in which the certificate is valid;
2. recommendation for permanent certification by the area or municipal superintendent concerned.

The holder of a Permanent Elementary School Teacher's Certificate, Standard 4, may, upon accepting a contract from a board to teach in the grades of a secondary school, be granted an Interim High School Assistant's Certificate, Type B.

SPECIAL COURSES

In addition to the basic courses previously mentioned, specialized courses are offered at some teachers' colleges, if enough candidates apply.

Primary School Specialist Certificate Course

Applicants who wish to specialize in the work of junior or senior kindergartens and grades 1 and 2 may take the Primary School Specialist Certificate Course at Toronto, Hamilton, or Ottawa Teachers' College. Applicants for this course must hold:

1. an Interim or Permanent Ontario Elementary School Teachers' Certificate;
2. or an Interim or Permanent Ontario First Class Certificate or an equivalent Letter of Standing; or
3. a certificate that the applicant holds a university degree. This degree must be from an accredited university and be approved, as to standard and content of courses, by the Minister of Education.

Courses for University Graduates

Special courses for applicants with university degrees are offered at the Hamilton, Lakeshore, London, Ottawa and Toronto Teachers' colleges.

Teaching French to English-speaking Pupils

Teachers' colleges at Hamilton, Lakeshore, London, North Bay, Ottawa, Toronto, and Windsor provide an optional course, in addition to the basic one-year course, for applicants with at least second-class standing in grade 13 French and a high level of proficiency in oral French. This course leads to a certificate as Teacher of French to English-speaking Pupils in the Elementary Schools.

Vocal Music Course

Teachers' colleges at Hamilton, Lakeshore, London, North Bay, Ottawa, Peterborough, Stratford, Toronto and Windsor provide an optional course, in addition to the basic one-year course, leading to an Elementary Certificate in Vocal Music, Type B. Applicants for this option must hold standing in music at the level of grade 8 practical and grade 2 theory.

Intermediate Home Economics Certificate Course

Applicants who hold standing in the two-year course in home economics at the Ryerson Polytechnical Institute may take this option, in addition to the basic one-year course, but at the Toronto Teachers' College only.

For further information, applicants interested in any of the above courses should write to the principal of the teachers' college concerned, or to the Teacher Education Branch, Department of Education, 44 Eglinton Avenue West, Toronto 12.

GENERAL PROGRAM

The program at a teachers' college falls naturally into two divisions:

1. the study of teaching methods accompanying related academic content, and
2. observation and practice teaching in the elementary schools of the province.

Courses of study

Foundations of education
Philosophy in education
Psychology in education

Curriculum
Administration
Teaching methods
Construction and content
- English
- mathematics
- social studies
- science
- art
- music
- health
- physical education

Student teachers begin teaching within two months of enrolment and, throughout the year, experience at least eight weeks of continuous practice teaching. The continuous teaching program allows student teachers, in partnership, to work under the guidance of well-qualified teachers in the elementary schools of the college district. All teachers' colleges hold interesting extra-curricular activities in the form of musical evenings, athletic functions, intercollege meets, excursions, formal and informal dances and parties.

How to qualify as a secondary school teacher

To be a qualified secondary school teacher in Ontario, a person must have one of the following basic certificates:

1. a High School Assistant's Certificate,
2. a Vocational (or Occupational) Certificate, or
3. a Letter of Standing equivalent to one of the above-named certificates.

There are several variations of the basic certificates as well as many additional certificates that permit the holder to teach special subjects requiring specialized skills.

TEACHERS OF ACADEMIC SUBJECTS

A qualified teacher of academic subjects of a secondary school requires an approved degree and an Interim High School Assistant's Certificate, Type B.

This certificate is granted by the Minister of Education for Ontario upon successful completion of a teacher training course at an Ontario college of education, subsequent to the acquisition of an approved, basic university degree.

Basic academic certificates

Basic academic certificates are of two types:

1. Interim High School Assistant's Certificate, Type B, (for general three-year course graduates), and
2. Interim High School Assistant's Certificate, Type A, (for graduates with second class honours, or better, from certain designated honours courses, or for those candidates who can qualify in accordance with one of the programs listed in the Departmental *Circular 649*),

These certifiificates are valid for five years from the date of issue and may be made permanent after two years of successful teaching on the interim certificates, upon the recommendation of the superintendent concerned that the standards set by the Department for the granting of the corresponding permanent certificates have been met.

NOTE: The basic academic certificate entitles the holder to teach any "academic" subject in a secondary school, from grade 9 to 13 inclusive.

The subjects classified as academic include the following: economics, English, *français,* French, geography, geology, Greek, history, Latin, man in society, mathematics, modern languages, modern literature, political science, psychology, sciences, sociology, speech arts, theatre arts and world politics.

TEACHERS OF VOCATIONAL SUBJECTS

Teachers of technical or occupational subjects in the vocational classes of a secondary school must show evidence of at least grade 12 standing (or standing which the Minister considers equivalent) and approved, practical, wage-earning experience in a skill trade directly related to the specialized subject field.

Candidates for admission to the course offered at a college of education, leading to a vocational certificate, are required to pass a skill test administered by the Director of Technical Proficiency Examinations.

Detailed information regarding minimum admission qualifications, available courses, professional experience required, and course content, is available from:

1. A pamphlet entitled *How do I Qualify as a Vocational Teacher in Ontario?* by Professor A. W. Frizzell, The College of Education, Toronto;
2. Calendars of Althouse College of Education, London; and The College of Education, Toronto;
3. The Associate Registrar, Althouse College of Education, 1137 Western Road, London; and the Director of Vocational Teacher Education, The College of Education, 371 Bloor Street West, Toronto 5.

Basic Vocational Certificates

There are two basic vocational certificates available to candidates who successfully complete the vocational teacher training course at a college of education in a specialized vocational field:

Interim Vocational Certificate, Type B;
Interim Vocational Certificate, Type A.

These certificates, like their academic counterparts, are valid for five years from date of issue and may be made permanent after two years of successful teaching on the interim certificates, upon recommendation by the superintendent concerned that the conditions for making the certificates permanent have been met.

NOTE: The vocational certificates (interim or permanent) entitle the teacher to instruct in the vocational subjects in a secondary school, or in the practical subjects of the occupational course.

TEACHERS OF SPECIAL SUBJECTS

In addition to the basic academic and vocational certificates valid in secondary schools, supplementary certificates are required for the teaching of certain special subjects demanding specialized knowledge, training or experience.

Examples of such subjects are art, guidance, home economics, industrial arts, music, and occupational subjects.

Information regarding qualifications for these certificates is available from The Registrar, Department of Education, 1 St. Clair Avenue West, Toronto 7.

APPLICATION FOR ADMISSION

An application form for admission to a college of education may be obtained from the Registrar at the following college addresses:

The Associate Registrar,
Althouse College of Education,
The University of Western Ontario,
1137 Western Road, London, Ontario.

The Registrar,
The College of Education,
University of Toronto,
371 Bloor Street West, Toronto 5.

The Registrar,
McArthur College of Education,
Queen's University,
Kingston, Ontario.

PUBLICATIONS

Circular 43, issued annually and available from the Publications Office, Department of Education, 44 Eglinton Avenue West, Toronto 12.

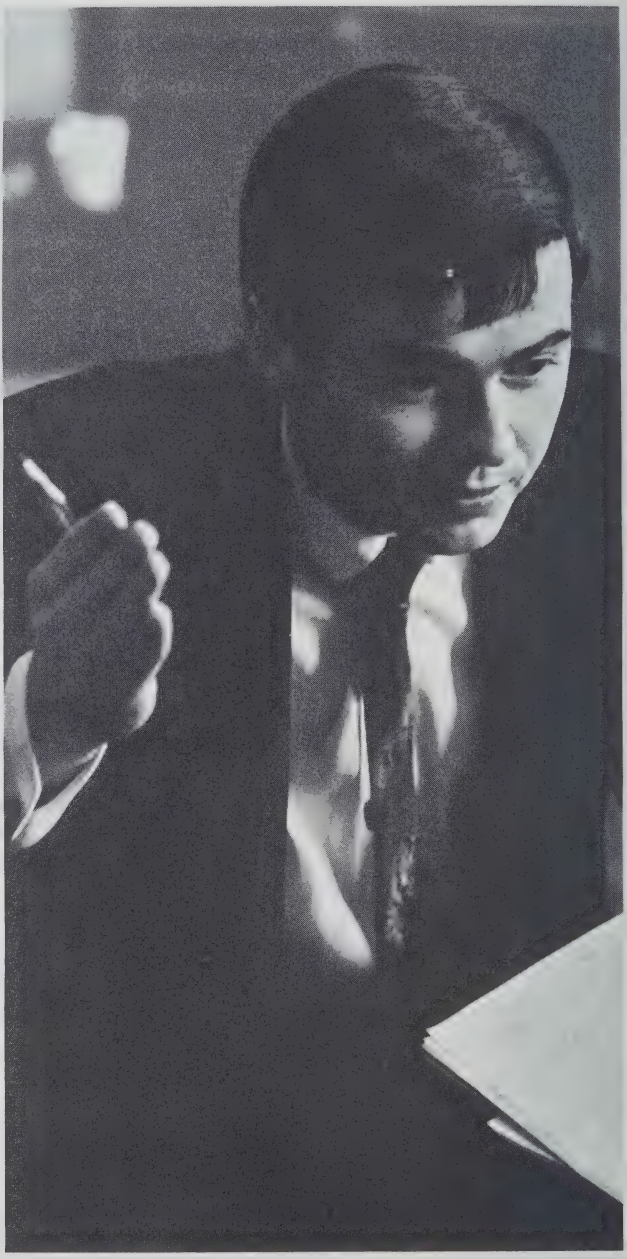
How to Qualify as a Secondary School Teacher in Ontario by Dr. H. O. Barrett, The College of Education, 371 Bloor Street West, Toronto 5.

Calendars of the colleges of education.

Regulations, Secondary Schools, available from the Publications Office, Department of Education, 44 Eglinton Avenue West, Toronto 12.

Department of Education *Circular 649* covering academic requirements for admission to courses and examinations at the colleges of education leading to the Interim High School Assistant's Certificate, Type A.

Department of Education *Circular 612* memorandum re courses leading to permanent teaching certificates valid in Ontario secondary schools.



Your future

The steadily rising demand for qualified teachers has compelled school boards to offer substantial inducements in an effort to acquire their services.

When you accept your initial appointment you receive a probationary contract valid for two years, if renewed at the end of the first year. Experienced teachers may be offered only a one-year probationary contract. In both cases, if your services are retained after the probationary period has elapsed, you must be given a permanent contract, which assures security of tenure, provided that professional competence and ethics are maintained.

All teachers become members of the Ontario Teachers' Federation, which seeks to promote and advance the interests of teachers, to maintain high standards and ensure conditions to make possible the best professional service.

Most boards of education have established salary schedules, in which teachers proceed by regular annual increments, from a minimum to a maximum salary. Placement on the schedule is generally determined in accordance with academic and professional qualifications, experience and job responsibility.

There are abundant opportunities for promotion and growth for the teacher who is ambitious and alert. Academic and administrative posts within his own school system: assistant and associate head of a department, head master teacher, subject co-ordinator, vice-principal and principal all vie for the teacher's services with a variety of similar positions in other provincial jurisdictions.

In the matter of fringe benefits, few professions can match the favourable provisions made by school boards. Subsidized medical and hospital insurance schemes, in addition to generous, cumulative sick leave benefits and an excellent superannuation plan offer assurances of security during illness and retirement. The average working year is 200 days long and the extensive holidays during the Christmas and Easter seasons and the summer months provide opportunities for travel and further study.

COST OF TRAINING

No tuition fees are charged at teachers' colleges. The cost of textbooks, notebooks, and supplies is borne by the individual student. Students' organizations usually collect fees to defray the cost of extra-curricular activities. A student not residing in a centre where a teachers' college is located has the added expense of room and board.

For tuition fees in effect at a college of education, applicants are referred to calendars of:
Althouse College, London
The College of Education, Toronto
McArthur College, Kingston

Financial assistance

A student planning to attend a teachers' college or college of education may apply for financial assistance under the *Province of Ontario Student Awards Program*. Full details concerning this program are available from the Awards Officer, Department of University Affairs, Suite 700, 481 University Avenue, Toronto 2, or from the principals of the teachers' colleges and registrars of the colleges of education.

An Ontario Scholarship in the amount of $150 is awarded to every student who obtains an average of at least 80 per cent in achieving seven credits at the grade 13 examinations in June, 1970. Two of the credits must be in English or *français*. As the award is made automatically to all who achieve the necessary academic standing, no application is necessary.

A student receiving initial teacher training in a full year programme of a college of education is awarded automatically a $500 bursary.

Salary

As individual school boards fix salary payments for schools under their jurisdiction, teachers' salaries vary from community to community. In the first year of teaching, salaries range from $4,800 to $6,500 depending on qualifications. Teachers with experience and improved qualifications can earn from $6,600 to $14,000 or more per annum.

Tenure

Security of tenure is assured by a contract between a teacher and a school board and, in most schools, progress to higher salaries is outlined by an agreed schedule of annual increases.

All teachers become members of the Ontario Teachers' Federation which, among other objectives, seeks to promote and advance the interests of teachers and to secure conditions to make possible the best professional service.

Leave

School law protects teachers from loss of salary through illness for 20 school days in each year. Some school boards have cumulative sick-leave plans which protect teachers from loss during a longer period if they have not used up the sick-leave allowance in previous years. Teachers have vacation months in July and August and are on holiday leave for approximately one week at Christmas and one week at the close of the second term.

Professional development

The universities of the province offer teachers an opportunity to qualify for degrees through extramural study and attendance at summer school sessions. Promotion to a principal's position or to a supervisory post usually requires a degree, as does the position of a teacher in the secondary schools.

The Ontario Institute for Studies in Education offers, to teachers with acceptable degrees, programs leading to graduate degrees of Master of Education, Doctor of Education, Master of Arts, and Doctor of Philosophy.

Summer courses are conducted by the Ontario Department of Education for the preparation of teachers of certain subjects or classes. These courses do not lead to degrees, but they are sometimes rcognized by school boards by salary increases or by special appointment or promotion. Many of the courses offer specialist standing in various subjects of the elementary-school program. Summer courses are usually offered in the following fields:

Art
Learning materials
Auxiliary education
Compensatory education
Elementary-school teacher librarians
Grade 13 subjects
Guidance

continued page 24

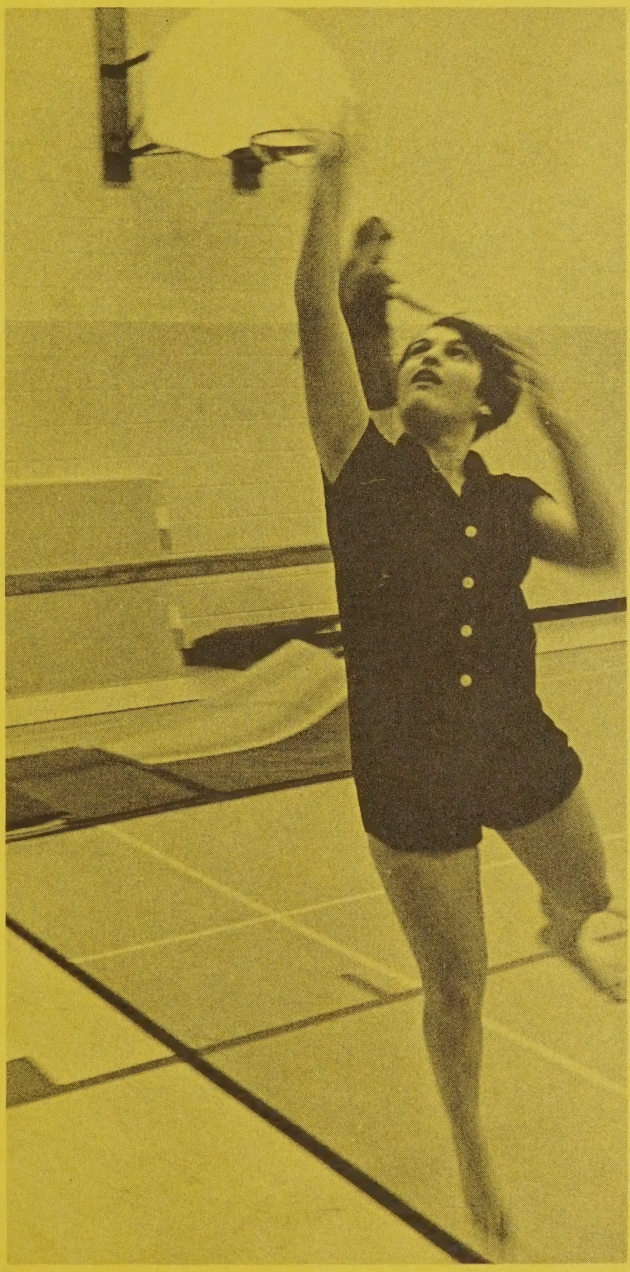
Integrated studies
Intermediate education
Junior education
Industrial arts
Language arts
Mathematics, primary, junior and intermediate divisions
Music
Physical and health education
Primary methods
Science
Teaching French to English-speaking pupils in elementary schools

Colleges of education conduct summer courses for the upgrading of teacher qualifications.

Publications describing summer course study for both elementary and secondary school teachers are available from the Teacher Education Branch, 44 Eglinton Avenue West, Toronto 12.

Superannuation

Every public or separate school teacher in Ontario pays 6 per cent of his salary into a pension fund and a matching amount is contributed on behalf of his employer. Full pensions are granted to teachers who complete forty years of service at any age, or who have taught thirty-five years and have reached the age of sixty-two years. A teacher with ten to thirty-five years of service is eligible for a pension of a lesser amount and a person not eligible for a pension will receive a refund of his contributions with interest. The amount of the annual pension depends on the number of years of contribution, the age at which the pension commences, and the average salary of the best seven years. In no case can a service pension be granted before the age of fifty-five.



ONTARIO DEPARTMENT OF EDUCATION

Teacher Education Branch 1970